



**EGERTON UNIVERSITY**  
**CENTRE OF EXCELLENCE IN SUSTAINABLE**  
**AGRICULTURE AND AGRIBUSINESS MANAGEMENT**

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**CESAAM STAFF TRAINING AND DEVELOPMENT PLAN FOR 2018-2019**

Purpose: The main purpose of staff development plan is for performance to the mutual benefit of the CESAAM and the people working in it.

Staff Development Gap	Priority	For whom	When	Expected Benefit to the setting	Expected Benefit to the individual	Cost (Kshs)	Who is responsible for the training and venue
Monitoring and Evaluation Training	1	M&E officers of the project	July 2018	<ul style="list-style-type: none"><li>✓ Quality and timely reporting</li><li>✓ Better project decision-making and planning</li></ul>	<ul style="list-style-type: none"><li>✓ Better Project Management and decision making</li><li>✓ Enhanced staff retention</li></ul>	150,000.00	IUCEA and CESAAM to be held in Nairobi-Kenya
Procurement procedures in line with government procurement guidelines 2015	2	CESAAM procurement officers.	Dec 2018	<ul style="list-style-type: none"><li>-Timely Procurement planning and delivery</li><li>-Better performance of the project in line with set rules &amp; guidelines</li></ul>	<ul style="list-style-type: none"><li>✓ Team becomes more skilled</li><li>✓ New insights and discover new knowledge</li><li>✓ learning opportunities</li></ul>	300,000.00	CESAAM in consultation with the Kenya Institute of Supplies Management (KISM), PPRA and WB -To be held in Nairobi
Financial Management	3	CESAAM Accountants	Feb 2019	<ul style="list-style-type: none"><li>-Timely and quality reporting of financials</li><li>- Timely and quality budgets</li></ul>	<ul style="list-style-type: none"><li>✓ Enhanced staff capacity for professional development</li><li>✓ Control project finances</li><li>✓ Make informed decisions</li></ul>	150,000.00	CESAAM and Kenya School of Government- To be held in Nairobi-Kenya

Academic Staff teaching pedagogy and academic advising in line with new, revised and benchmarked programmes. Also included are research proposal development & quality publications	4	CESAAM Academic Faculty across regional partners	March 2019	Better instruction and delivery - more publications -attracting more funding through better proposals -increased student completion rates -Increased employability of CESAAM graduates	<ul style="list-style-type: none"> <li>✓ Professional development</li> <li>✓ Motivated staff</li> <li>✓ Increased retention rate</li> <li>✓ Promotion through publications and graduated students</li> <li>✓ products developed that earns individual incomes through royalties</li> </ul>	1,300,000.00	CESAAM and partners to be held in Kisumu-Kenya
Training on Project Management including social and environmental safeguards	5	CESAAM staff involved in project management and EMS and Social Safeguards	April 2019	<ul style="list-style-type: none"> <li>✓ Quality operational management</li> <li>✓ Utilize technology tools for communication, collaboration, information management, and decision support.</li> <li>✓ Enhanced social and environmental performance of the project to avoid litigations</li> </ul>	<ul style="list-style-type: none"> <li>✓ Enhanced staff capacity and retention</li> <li>✓ Apply appropriate environmental and social standards</li> </ul>	200,000.00	CESAAM & Kenya School of Government to be held in Nairobi
					TOTAL	2,100,000.00	